

### Amendments to the Claims

Claim 1 (**Currently Amended**) A personnel valuation program for permitting a ~~personnel~~ personal computer to function as:

a means for setting a valuatee group of valuatees to be valued as a subject of personnel valuation, a valuator group of valuators ~~for doing performing~~ valuation corresponding to the valuatee group and a valuation item group, as items of valuation;

a means for setting one or more reference valuators from the valuators in the valuator group ~~as at least one reference data-valuator~~ valuator ~~in the valuator group~~;

a means for inputting valuation data of the valuatees by all the valuators in the valuator group including the at least one reference data-~~valuator~~ valuator as initial valuation data;

a means for adjusting the initial valuation data by the valuators in the valuator group other than the at least one reference data-~~valuator~~ valuator with the mean data and the a standard deviation of the valuation data by the at least one reference data-~~valuator~~ valuator as a reference, whereby adjusted valuation data is generated, such that the mean data of the adjusted valuation data is identical with the mean-~~valuation~~ data by the at least one reference data-~~valuator~~ valuator and the a reference deviation of the adjusted valuation data is identical with the standard deviation of the ~~reference deviation~~ of the valuation data by the at least one reference data-~~valuator~~ valuator; and

a means for summing up the valuation data of the individual valuatees in the whole valuatee group on the basis of the adjusted valuation data.

Claim 2 (**Currently Amended**) The personnel valuation program according to claim 1, ~~wherein~~ further permitting the personal computer to function as a means for setting ~~valuator's~~ weight data of valuators for weighting the valuation data in dependence on posts of the valuators in the valuator group ~~of being able~~ indicating an ability to do appropriate valuation ~~is provided in a personnel computer~~.

Claim 3 (**Currently Amended**) The personnel valuation program according to claim 1, wherein the reference data valuers are selected for obtaining appropriate personnel valuation data, and the ~~reference~~ valuation data ~~setting~~ set by the reference data valuers is ~~done~~ performed with respect to the valuation data of all of the valuatee group about all the valuation items-as-subject.